Librarians' VOICE

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Librarians and the cost of living

The cost of living went up 12½% last year, but it will take a vigorous, aggressive effort to get our fair share of the 1981/82 budget.

These are the facts:

- The state has no surplus this year as it did last year. The budget reflects whatever is available; there are no hidden pockets to tap.
- As University of California employees, we are competing for whatever money there is for state employee raises, increases in payments to doctors and other providers who serve Medi-Cal patients, possible "categorical" aid to schools, and any money bills the legislature approves over and above the Governor's budget. This would include CSEA's dental bill and retiree increases.
- If the $509 million that is available were shared equally by all parties expected to compete for the money, it would be enough for about a 5% increase for all.
- It will be an uphill battle to achieve a decent cost-of-living increase.

CSEA is again seeking a two-part cost-of-living pay raise to make sure all state and university employees keep up with inflation while we help the lowest-paid workers move toward salary levels they deserve:

An increase of 12.5 percent to keep pace with inflation or $150, whichever is greater for each employee.

We are also seeking a fully paid dental care plan for all employees and their families (see story in this issue).

Also, we are seeking supplemental cost-of-living increase for retirees to prevent further erosion of their purchasing power.

One of the great advantages that CSEA has over other organizations is its ability and experience in the halls of Sacramento in dealing with matters of pay and benefits. For the present battle, we are already mustering our full legislative strength—which in past years has proven extremely powerful (as demonstrated by the recent back-pay victory, for example).

CSEA is solidly behind librarians, and librarians should be solidly behind CSEA. Maintaining decent pay is an important part of our professional goals.

The optional 10-month year

In the January 1981 issue of the Library Association, University of California (LAUC) Newsletter there was an attached last page entitled "10-month appointment survey" (to have been returned by February 1). Contrary to the brief preface, this did *not* reflect a positive response by the University to librarians' earlier proposal for an optional 10-month year at a reduced salary. Although the survey was being conducted presumably to provide information for the University in developing a 10-month policy (LAUC cannot negotiate on librarians' behalf) we feel that everyone should realize that the survey is really a subtle form of collective bargaining.

When librarians first requested that

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Bargaining unit ruling awaited

As we go to press, CSEA librarians' Chapter 213 is waiting for a decision by the Public Employment Relations Board (PERB) as to the nature of the bargaining unit which will include UC librarians.

Both CSEA and AFT have called for an approximately 600-member exclusively librarian unit to best represent the interests of UC librarians. If PERB accepts that position, the next step could be the announcement of an election, which might take place as early as August or September 1981. The election would probably take place by mail ballot, with a one-month period to mail in ballots.

At hearings in July and August 1980, CSEA had many librarians testifying for such a unit. These included Justine Roberts (SF), Roy Ortopan, Anne Lipow, and Charlie Shain (Berkeley). In addition, Sam Bottone, former executive secretary of the UC-AFT, from 1971-1977, also spoke at CSEA's re-

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About this publication

With this issue of *Librarians' Voice*, CSEA UC Statewide Librarians' Chapter 213 is running a new bi-monthly publication.

Please send articles, letters to the editor, and notices and announcements of interest to librarians to the following address:

LIBRARIANS' VOICE
CSEA Chapter 213
2039 Shattuck Ave., Suite 207
Berkeley, CA 94704

Also, if you can help with any aspect of this effort—we need writing skills, typing, photographs, graphics—please drop us a note or call Jean Hudson, CSEA Chapter 213, 2039 Shattuck Ave., Suite 207, Berkeley, CA 94704, telephone (415) 548-9770.

Meet Larry Edginton—librarians' coordinator

Since February 1981, Larry Edginton, CSEA staff coordinator of the University Division, has taken over the job of part-time Coordinator of CSEA Chapter 213, the new statewide University Librarians' chapter.

Larry will work with CSEA librarians on the different campuses to help develop programs and organizing strategy. He will work out of the coastal office in Oakland, directly under Jerry Radeleff, manager of the University Division.

For the last three years, from 1978-1981, Larry has had a joint appointment as field representative within the state civil service and the University of California systems. He has represented classifications ranging from janitors to nuclear physicists—certainly a diverse group of occupations. His performance at this demanding job has been described by those CSEA members as consistently good, and we were congratulated by CSEA members in other locals for obtaining Larry's services.

Comparing his work in these two different public employee sectors, Larry found UC to be more difficult and consequently more challenging. "The rules are so stacked against the employee in the UC system that achievements are much more rewarding. The rules are not designed to solve problems equitably and expeditiously, but to support administration."

Another problem is that the University does not even follow its own rules. For instance, in a case at Lawrence Berkeley Laboratory, a termination was resolved by outside arbitration precisely because the University ignored its own written procedures.

No faith in the system

In general, Larry finds that the rights of UC academic employees are nebulous and not well defined; also, procedures to defend academics' rights are unclear. Few academic employees, including librarians, appeal perceived injustices. The processes under Academic Personnel Manual section 191 are, therefore, undeveloped and *ad hoc* in character. *"It's not that there are no grievances, but there is no faith that the system will afford relief."* This is a major area that needs to be changed under collective bargaining.

"The administration of librarians' professional lives is often governed by administrators who are not familiar with the professions they govern. This threatens librarians' professionalism. The way to protect that professionalism and to provide a quality work life is at the bargaining table."

Comparable worth of work

Larry is familiar with the fact that librarianship is a relatively low rewarded profession, and that this is connected with working in a female-dominated field. He also knows about successful efforts to improve librarians' status through promotion of the idea of "equal pay for work of comparable worth". For instance, there was a recent model case in San Jose involving upgrading of public librarians and considerable back pay for them. This case is being used by other public librarians to improve their situation.

Prior to coming to work for CSEA, Larry had been a community organizer in San Jose, working to get young people an effective voice in local government. His initial connection with employee organizations came in the printers' union. All of these experience will help Larry in coordinating librarians' efforts for achieving collective bargaining and representation at UC.

Decision pending on unit

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quest as questioned by David Novogrodsky.

These witnesses testified to the approximately 17 years that UC librarians—first at Berkeley, then systemwide—developed a distinct employee organization to represent the interests of UC librarians. During these years, the librarians' union accomplished many things, with the support of the majority of UC librarians. These included:

- Security of employment—now offered as "career status".
- A longer career ladder of salary steps and promotions. (At one time non-administrative librarians "topped out" at what is now the top of the Assistant Librarian range—then Librarian II.)
- Recognition by the University that there was a salary inequity among all librarians, as the lowest paid academic classification. The union achieved a partial (4.5%) inequity raise from the California legislature in 1974. However, as a "female-typed" occupation this inequity continues to operate against librarians at UC and nationally.
- A general recognition by the University that librarians are a distinct academic classification whose needs had to be considered in a formal way. A new section of the Academic Personnel Manual, which became Section 82, grew out of these efforts.

In addition, there were many other areas where librarians' needs still require improvement: Adequate staffing in all departments, sabbaticals, optional 9-month year, support for research and conference travel, etc.)

The University administration opposes such a bargaining unit, preferring an amorphous 20,000 member academic and professional unit, too diversified and numerous for successful organization in the short run. The University is only too aware of the demonstrated cohesion and history of representation of its librarians. That is why it tried to claim that virtually all UC librarians were either part of management, or were supervisors or were confidential employees—categories that would remove them from the proposed bargaining unit. That is: the newest, part-time, temporary, assistant librarian should not be able to be represented by an employee organization of his or her choosing.

Because of the adamant position of the University, and because AFSCME unaccountably supports such a large unit, it is likely that however PERB rules, those dissatisfied with the ruling will appeal the verdict. This will cause some delay. It is also possible that the movement for employee representation in the California civil service and in the CSUC system will show UC employees that their future lies with CSEA union representation and collective bargaining.

Contributors:

Contributors to this issue: Ann Basart, Jean Hudson, Anne Lipow, Roy Ortopan, Charles Shain, Clara Stern, Veronica Wakeman, Bill Whitson.

VDT safety standards

Video Display Terminals (VDTs) do not present a radiation hazard to employees working at or near a terminal, according to a new report by the National Institute of Occupational Health and Safety (NIOSH). However, prolonged or intense work at a VDT can cause fatigue, muscular and visual problems, and psychological distress.

Recommendations by NIOSH include: (1) work station design features, such as chairs with adjustable seat pan height and keyboard height, and adjustable screen brightness and contrast; (2) illumination standards, glare control methods, positioning of terminals in relation to windows and overhead lighting; and (3) work-rest regimens.

The full 60-page report includes an abstract, introduction, methodology, discussion, recommendations, and references. It may be obtained by sending a check or money order for $6.50 to San Francisco-Oakland Newspaper Guild, P.O. Box 42490, San Francisco, CA 94142.

The 8-page NIOSH recommendations alone may be obtained by sending $1.00 to Anne Lipow, CSEA Chapter 213, 2039 Shattuck Ave., Suite 207, Berkeley, CA 94704, telephone (415) 548-9770.

'You'd think I'd get some credit for the thousands of heads I *haven't* lopped off!'

Union representation for professionals?

Contrary to popular belief, the peer review system does not always produce fair results. When that happens it is nearly impossible for aggrieved individuals to gain corrective action by themselves. Fortunately there is an alternative: CSEA Grievance Committee members have a long history of representing UC librarians. For example, in the last few years, we have dealt with the following situations:

- **Career Status.** In three out of four cases when a librarian was up for career status and was turned down, the union was able to have the verdict reversed; career status was won. The union representative developed the individual's case, brought to light additional facts, and obtained a positive outcome. In the one case which was lost, it was regarded by the employee's colleagues as an important fight to make—one that would help prevent arbitrary firings in the future; it occurred on a campus where such an appeal had never been attempted before.

- **Merit Raises.** Several individuals who felt they had been unfairly evaluated called upon the union for help. In their cases, too, the union was able to prove meritorious service that deserved the standard increase.

- **Transfers.** To solve a bad personnel situation the union has been instrumental at times in negotiating a transfer for the librarian to a more congenial environment, which permitted further personal development and career advancement.

Through your membership you are doing more than supporting other people's right to a fair hearing when they are in trouble. You are also assuring yourself expert assistance should you ever need it.

Optional 10-month year survey

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the University provide an optional 10-month year, back in 1978 and 1979, we asked for the *same policy* that the CSUC librarians have enjoyed for the last 5 years—namely, one that allows the librarian the option of taking off, on an annual basis, any two months of the year (subject to library approval). This proposal was made formally both to UC systemwide through the University Federation of Librarians (UC-AFT), and to the Berkeley division of LAUC through requests by individual LAUC members.

The University has now come back to LAUC with a counter-proposal much less favorable to the individual librarian. It would impose two major restrictions, which would make the "option" unaffordable to most librarians and inconvenient to implement.

We believe that many librarians would welcome the opportunity to take such an option *occasionally*, but could not afford to take a permanent salary reduction of 15%. We also believe that limiting the months off to the summer may be unduly restricting. Libraries in the CSUC system have found it satisfactory to allow variable months off, and in many cases hire replacement librarians on an on-going basis to fill in throughout the year.

In any case, the survey is really a form of implicit and unfair negotiation. The University has presented its counter-proposal a position which we presume is less than it may be willing to give. You were asked in turn to divulge your "bottom line" or ultimate fall-back position the *least* favorable alternative you would accept.

If we were able to bargain collectively at this point, it would be appropriate for an *employee organization* representing you to conduct such a survey, so that is could then negotiate with the University on your behalf to achieve the *most* favorable compromise.

Therefore, we urge librarians not to respond to such "surveys". We urge LAUC not to allow itself to be used to reveal the *least favorable* option you'd be willing to accept.

The University knows *exactly* what it is doing with such ploys. It uses our tax dollars to purchase advice from notoriously unfair anti-union legal firms like the local Littler, Mendelson, Fastiff and Tichy. You need an organization which recognizes such tricks and will oppose them on your behalf. JOIN CSEA! IMPROVE WORKING CONDITIONS THROUGH COLLECTIVE BARGAINING, NOT PHONY "SURVEYS."

What about interest on the pay bonus? Or, what has CSEA done for me lately?

CSEA won a whopping pay bonus for state and university employees. In fact, in that fight for relief from inflation, CSEA was the *only* employee organization in the ring. SB 91 was introduced by Senator Alfred Alquist on behalf of CSEA. Despite willingness by other organizations to lower the salary settlement, CSEA held out for the original equitable pay program.

Then, CSEA won legislative overrides on the Governor's veto of both the lump-sum payment and the prospective raise, *the first double override in history on the same issue*—pay. And after winning in the legislature, it was CSEA and our attorneys who won the SB 91 court challenge by Howard Jarvis.

But we won't stop there. There is still the matter of $25 million in interest.

AB 161, introduced for CSEA by Assemblyman Wadie Deddeh, would distribute that interest among us. It is now alive and well in the California Legislature.

INVEST IN YOUR FUTURE

So the question should be, "What have *you* done for yourself lately?" Invest in your future, and if you haven't yet joined CSEA, do it now. (CSEA dues are only $3.50/month plus one-half percent of your gross salary. For librarians that averages between $13 and $16 a month.) You'll be doing yourself a favor!

(Clip and mail to CSEA Chapter 213, 2039 Shattuck Ave., Suite 207, Berkeley 94704)

Officers:

Interim Officers CSEA Chapter 213

President: Charles Shain (B); Vice President: Sue Galloway (SD) Treasurer: Roy Ortopan (B) Secretary (Membership): Martin Silver (SB); Secretary: Jim Larrabee (B).

Interim Officers - Berkeley Section

President: Charles Shain (Envi) Vice President: Roy Ortopan (Cat) Secretary: Jim Larrabee (B) (Membership): Martin Silver (SB)
Jim Larrabee (Law), Clara Stern (IIR), Veronica Wakeman (Cat)
U.C. Division Council Representative: Anne Lipow (Coop Svc)

Meetings

NEXT STATEWIDE LIBRARIANS' MEETING

CSEA (Statewide) Chapter 213 meeting May 16, 1981—in conjuction with the U.C. Division Council
Edgewater Hyatt
Hegenberger Road, Oakland.

NEXT BERKELEY SECTION MEETING

Wed. April 29, Noon - 1:00 P.M.
442 Stephens Hall
CSEA Chapter 213 - U.C. Librarians Berkeley Section.

Division Council welcomes chapter

The new CSEA Librarians' Chapter 213 was formally welcomed at a meeting of the UC Division Council, held at the Burlingame Hyatt on February 7 and 8. Anne Lipow, bargaining representative for librarians, and Charles Shain, Chapter 213 interim president, attended the meeting.

In addition to discussion of PERB, bargaining issues, the governor's budget, allocation of CSEA staff, and fiscal matters, an item of major interest was a talk by CSEA President Chuck Valdes.

Describing the tasks for the organization in the coming months, Valdes said, "Our problem now is not just with the governor, but with the new conservative legislature.

"CSEA's time and energy will be spent lobbying for a decent salary increase for retirees, and promoting CSEA's dental bill and a host of other bills.

"The rest of our time goes to killing bad bills, and to finding authors for our 23 other big-money issues."

At this meeting, CSEA staff member Larry Edginton was named part-time coordinator for the new statewide librarians' chapter.

PLEASE PRINT — CSEA MEMBERSHIP APPLICATION (UC)

LAST NAME _____ FIRST NAME _____ MI _____ CHAPTER _____ WORK PHONE _____

NUMBER AND STREET _____ CITY _____ ZIP _____

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METHOD OF DUES PAYMENT: ☐ PAYROLL DEDUCTION ☐ ANNUAL (BILL ME)

I hereby apply for membership in the California State Employees' Association and thereby agree to abide by the State Association's Constitution and Bylaws. I also authorize and appoint the California State Employees' Association, its agents and representatives, to act for me as my exclusive representative for all matters pertaining to wages, hours and other terms and conditions of employment, and for all other purposes provided by law.

SIGNATURE OF MEMBER _____ DATE _____

Fully paid dental plan

Fully paid dental care for all higher education and state workers is the essence of SB 75, introduced for CSEA by Sen. Dan Boatwright. It provides for the state to pay fully the dental plan premiums on an interim basis starting July 1, 1981.

By July 1982, SB 75 would require the state to begin operating its own dental care plan through the Public Employees' Retirement System.

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